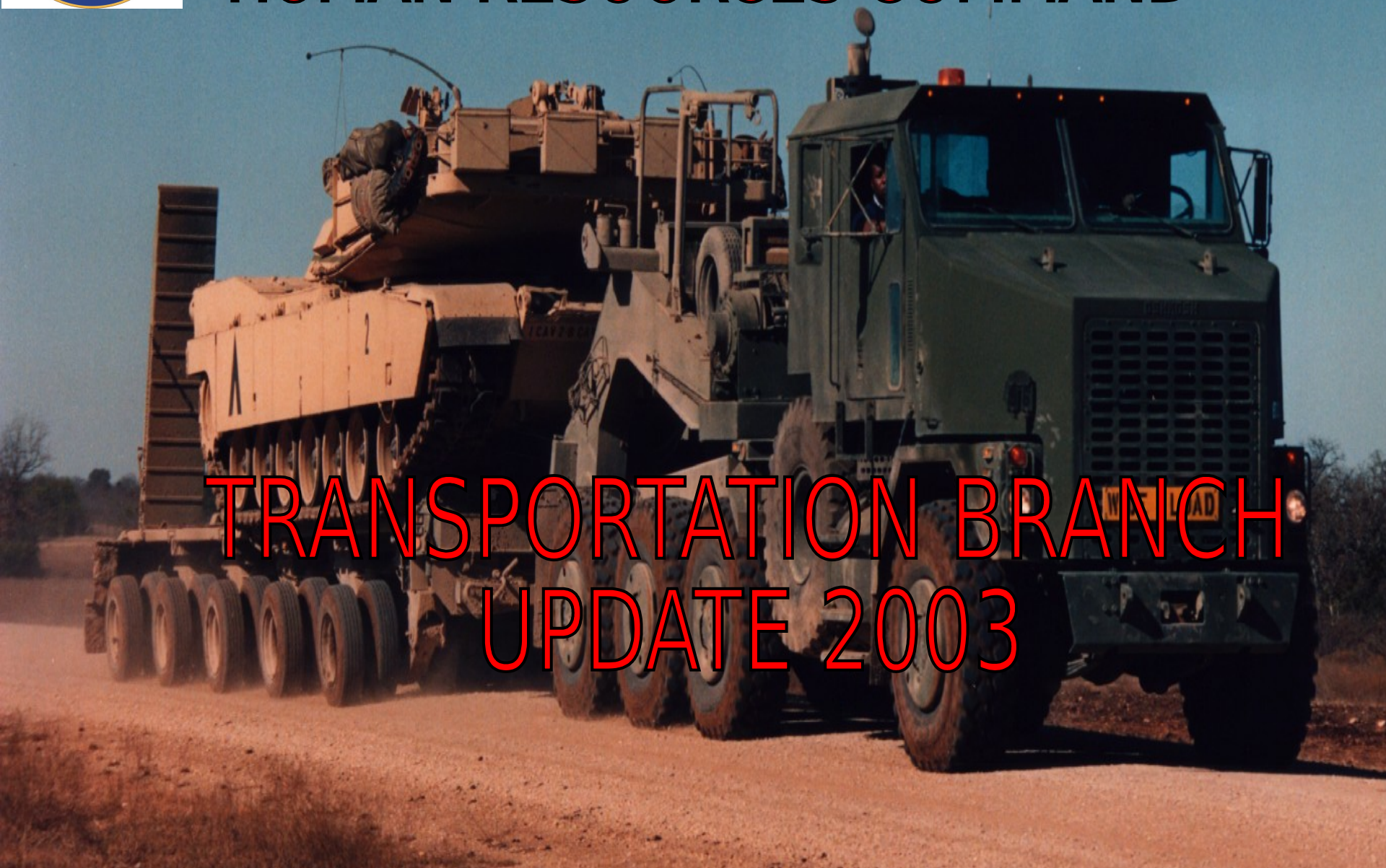
UNITED STATES ARMY HUMAN RESOURCES COMMAND



TRANSPORTATION BRANCH UPDATE 2003

OUTLINE

- ORGANIZATION
- MISSION
- CAREER MANAGEMENT
- SELECTION BOARD RESULTS
- OPMS III
- CAREER FIELD DESIGNATION (CFD
- OER

TRANSPORTATION TEAM

LTC MIKE MACNEIL
BRANCH CHIEF

LTC JIM KINKADE
LIEUTENANT COLONEL
ASSIGNMENTS OFFICER

MAJ STAN WILLIAMS
MAJORS
ASSIGNMENTS OFFICER

CPT LISA SAULSBERY
CAPTAINS
ASSIGNMENTS OFFICER

CPT KRISTEN NELSON
LIEUTENANTS ASSIGNMENTS
OFFICER/FRO

Ms. ALICE DOWDELL
HUMAN RESOURCES ASSISTANT

LTC HARBER
TC/FA 90
COLs Assignments Officer

MISSION

ASSIGN THE RIGHT OFFICER TO THE RIGHT JOB AT THE RIGHT TIME.

Requires

HRC CREDIBILITY

- **Reputation**
- **Integrity**
- **Commitment**
- **Fairness**

TASKS

- **Meet Army Requirements**
- **Officer Professional Development**
- **Officer Personal Desires**

OUTLINE

- ORGANIZATION
- MISSION
- CAREER MANAGEMENT
- SELECTION BOARD RESULTS
- OPMS III
- CAREER FIELD DESIGNATION (CFD
- OER

HRC
Changing How We Do Business

- Shifting PCS moves to summer months:
  - Summer BN & BDE changes of command
- Changes in the command slating process
- Intermediate Level Education (MEL-4)
- CPT pin-on at 40 months
- Stabilization initiatives:
  - LT's initial assignment at 36 months
  - CPT's post-advanced course assignment at 36 months
  - High School Seniors program
  - 12 month advance notice for the majority of assignments. (Korea accomplished)

- Communications
  - AKO e-mail
  - Online OMPF
  - Assignment preference statements
  - Satisfaction Survey
- Contacting officers...
  - with ADSO
  - following REFRAD
- New Officer Distribution System (ODS)

<u>Bottom Line:</u>

- **Improved support to chain of command**
- **Our metric - To meet Army requirements and officer satisfaction**

Balancing Readiness Professional Development

CSS Branches/TC Branch Average Time On Station (Summe

	Time On Station	
	w/Short Tour	w/o Short Tours
LTC	27.1/26.8(TC)	28.4/28.2(TC)
MAJ	21.6/20.5	30.3/29.4
CPT B/Q	28.1/26.7	32.1/32.4
CPT NBQ	18.1/15.3	33.1/36.1

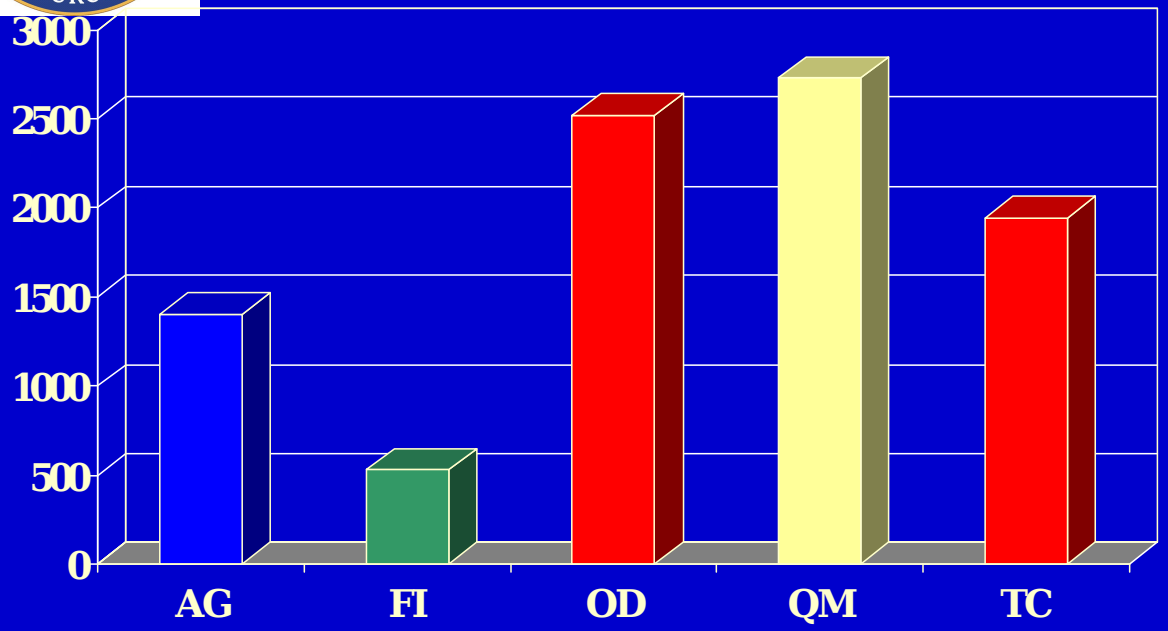
OPMS III Goals:
MAJs:
- Two branch qualifying jobs
- 36 months time on station

CPTs:
- 36 months time on station

ASSIGNMENT OFFICERS

- Meet Army requirements--they do not create them
- Assist in professionally developing officers to meet future requirements
- Assign to MACOMs--normally not to duty positions
- Consider tour (overseas) equity
- Must adhere to changing policies
- Are NOT a part of the promotion or selection process
- Do NOT communicate with promotion or selection boards
- Care for each officer, but NOT at the expense of others
- Are HUMAN!

POPULATION RATIOS



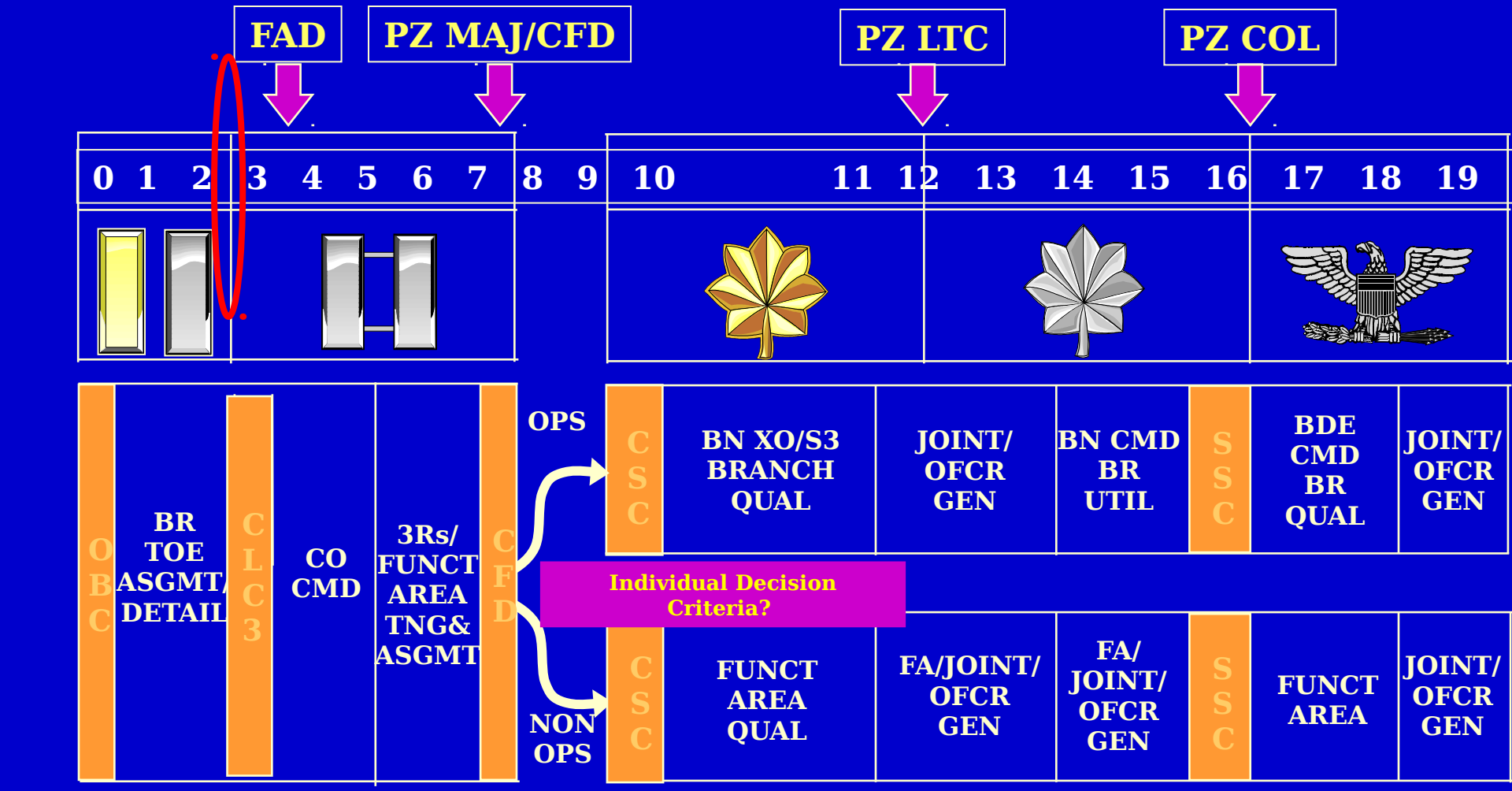
TOTAL POPULATION: 9,122
OFFICERS

19.5% of the Officer Corps

Assignment Officer to Population Ratios

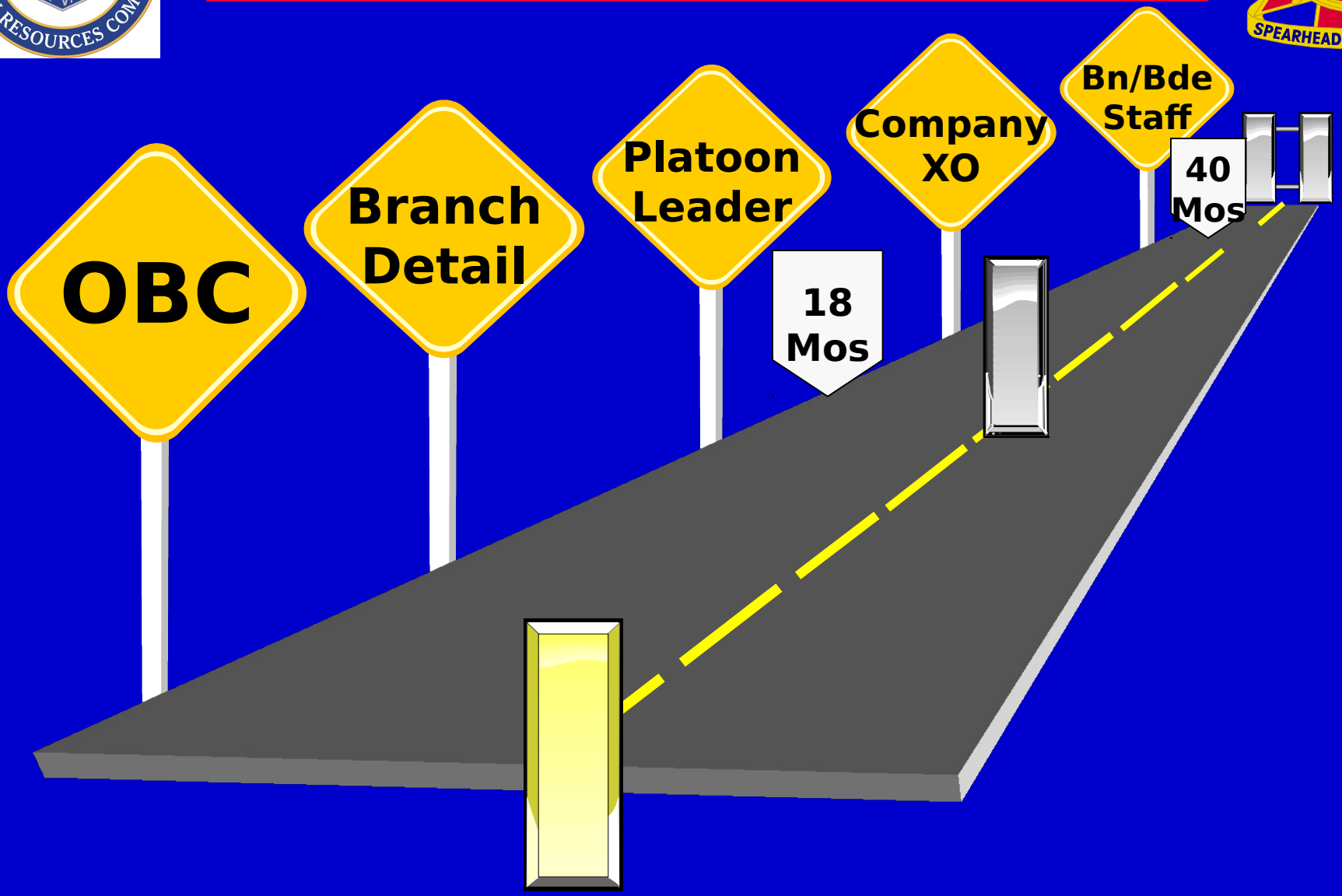
	LT	CPT	MAJ	LTC	Notes
AG	1:265	1:674	1:253	1:208	Br Ch = LTC AO
FI	1:373		1:156		Br Ch = LTC & MAJ AO
OD	1:707	1:1035	1:424	1:352	
QM	1:749	1:1112	1:486	1:382	
TC	1: 605	1:811	1:297	1:233	

Leader Development Timeline



DA Pam 600-3

THE ROAD TO CAPTAIN



Nothing happens until something move

LIEUTENANT YEARS

- Two year branch detail program for some
- Key jobs are Platoon Leader followed by
  Battalion-level staff
- Goal for average time on station = 36 months
  (except for Korea)
- Bachelor's degree required for promotion to Captain!
- IET XOs
- 1LTs to Korea

PROMOTION TO CAPTAIN
FY03

Zone Selections	Army%
PZ	97.7%
AZ	50.0%

***Primary Reason for Nonselection*:**

- One or more BCOM reports
- 2/NOs on front
- "Off Block" checks

DEGREE COMPLETION

★ **Title 10, United States Code, Section 12205 (dtd Oct 95) requires officers to have a bachelor's degree before promotion to captain.**

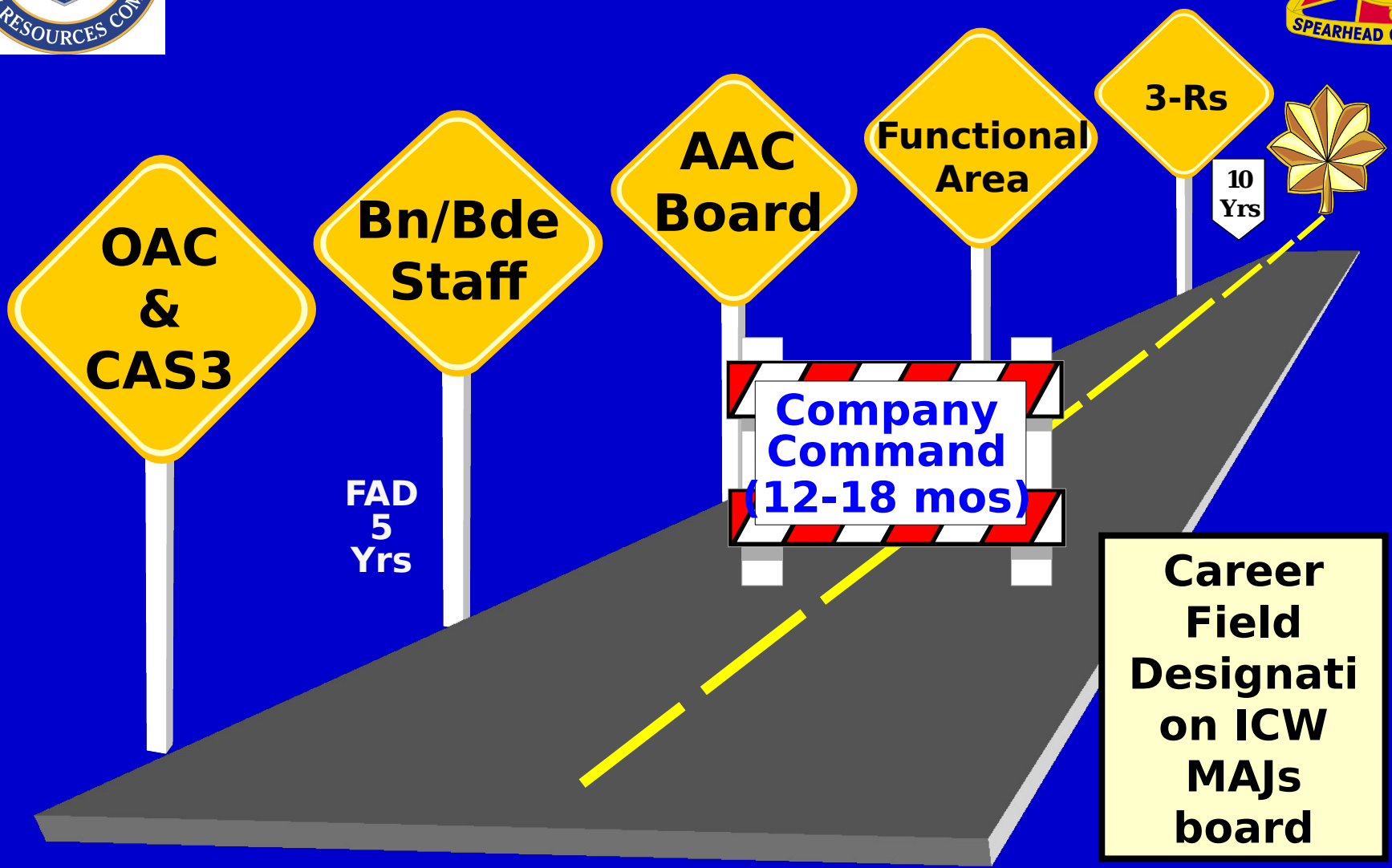
- Originally for Reserve Component officers. Now applies to all active duty officers with Reserve Appointments.
- Greatest impact on YGs 97 and greater
- OCS requirement is 90 semester hours.
- The Secretary of the Army may grant waivers

  (Waivers granted on a case-by-case scenario and no more than two years)

TC Officer DCP status:

In DCP=17
Need DCP=27
In DCP, but Need waiver=38

THE ROAD TO MAJOR



Nothing happens until something mo

ASSIGNMENTS FOR CPTs

<u>If Not Branch Qualified</u>:

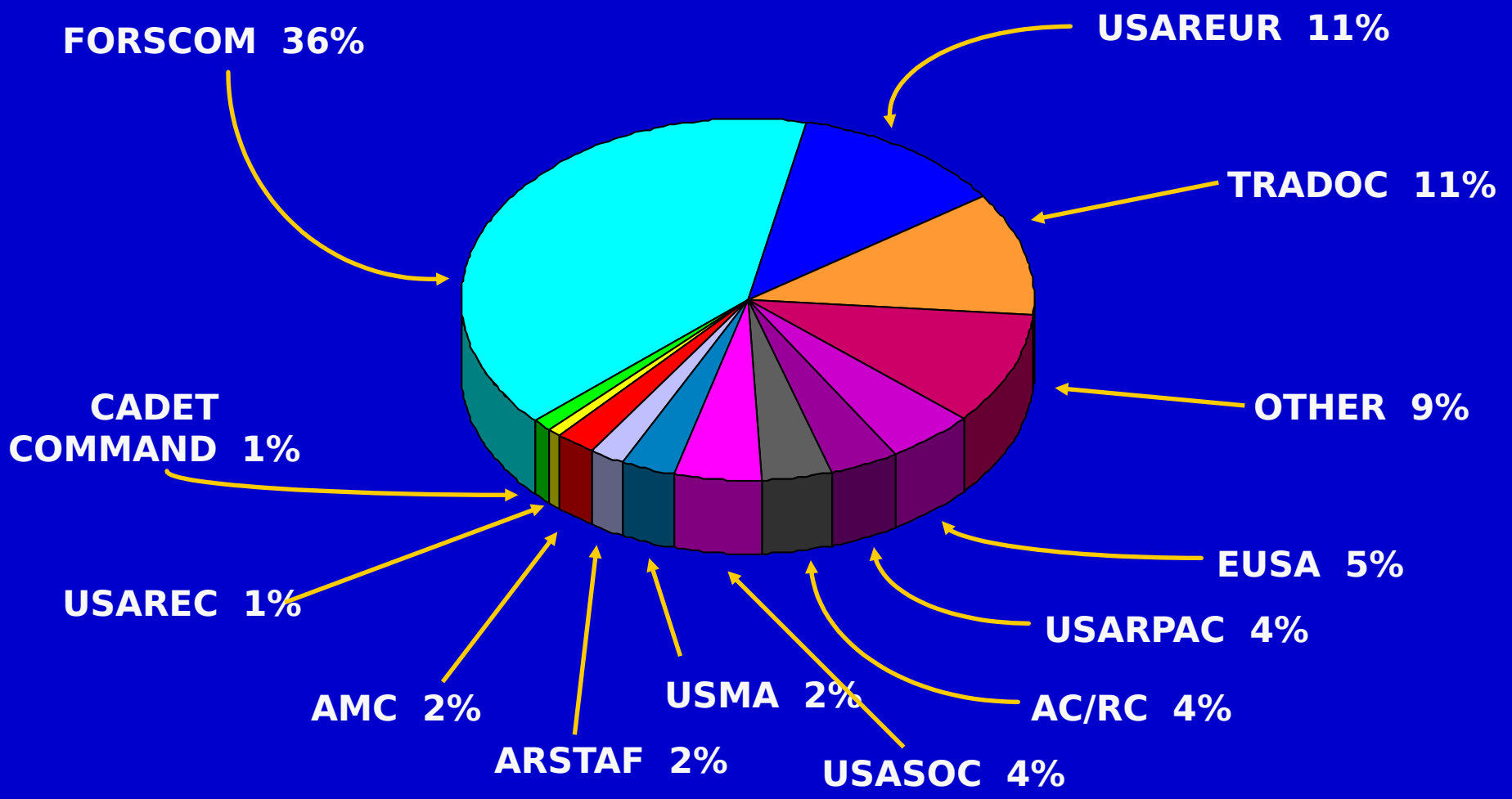
- **Back to Troops/Company Command**

<u>Branch Qualified Captains</u>:

- **AC/RC**
- **Recruiting**
- **TRADOC Schools and Centers**
- **NTC/JRTC/CMTC Observer Controller**
- **ROTC Duty (Cadet Command)**
- **Functional Area**
- **USMA Instructor**
- **Advanced Civil Schooling**

OUR CUSTOMERS

OFFICER DISTRIBUTION DIVISION



E MANAGE OVER 90% OF THE ARMY'S ODS SUPPORTED POSITIO

COMMAND OPPORTUNITIES

LOCATION	ODS	CLC3 Grads	Approx CMDs	Approx CMD Ratio
GERMANY	83	76	12	4:1
MACPHERSON	11	15	0	0
CARSON	8	13	3	4:1
IRWIN	3	3	2	1:1
EGYPT	0	2	0	2:1
BENNING	2	3	1	3:1
STEWART	11	14	3	4:1
CAMPBELL	18	27	6	4:1
RILEY	4	4	2	2:1
POLK	5	6	2	3:1
BRAGG	31	28	4	7:1
DRUM	4	6	2	3:1
FT SILL	1	2	1	2:1
BLISS	4	4	1	3:1
HOOD	29	31	7	4:1
FT EUSTIS	48	50	18	3:1
FT LEWIS	13	15	5	3:1
FT KNOX	1	2	1	2:1
HAWAII	10	14	3	4:1
ALASKA	2	5	1	5:1
KOREA	25	26	3	6:1
FT LEONARDWOOD	3	3	3	1:1
(TRADOC) EUSTIS	6	10	6	2:1

CAPTAIN YEARS

- Army can not meet of all Army competitive category Captain
- requirements
- Current number of USAREC, AC/RC and ROTC requirements absorb a
- large number of BQ Captains; as a result, we are limited when trying to fill other Captain requirements
- Successful company command!
- Average company command tour length = 18 months w/two OERs
- Post-command nominative assignment
  - "3Rs"- Quality officers assigned to each command!
- Goal is 36 months time on station
- SELCON Program offered for two time non-selects

PROMOTION TO MAJOR FY03

Zone	Selections	ARMY%
PZ		91.7%
AZ		30.4%
BZ		2.7%

Primary Reasons for Nonselection:

- **Straight COM file**
- **Below Center of Mass OERs**
- **No company command time**

SELECTED CONTINUATION

Captains:

- **Has only been conducted for the past few years**

- **SELCON for a 3 year period, will be considered by the following year's promotion board**

Majors:

- **USC. Title 10 directs that SELCON be conducted for Majors**

- **Used for the two-time non-select**

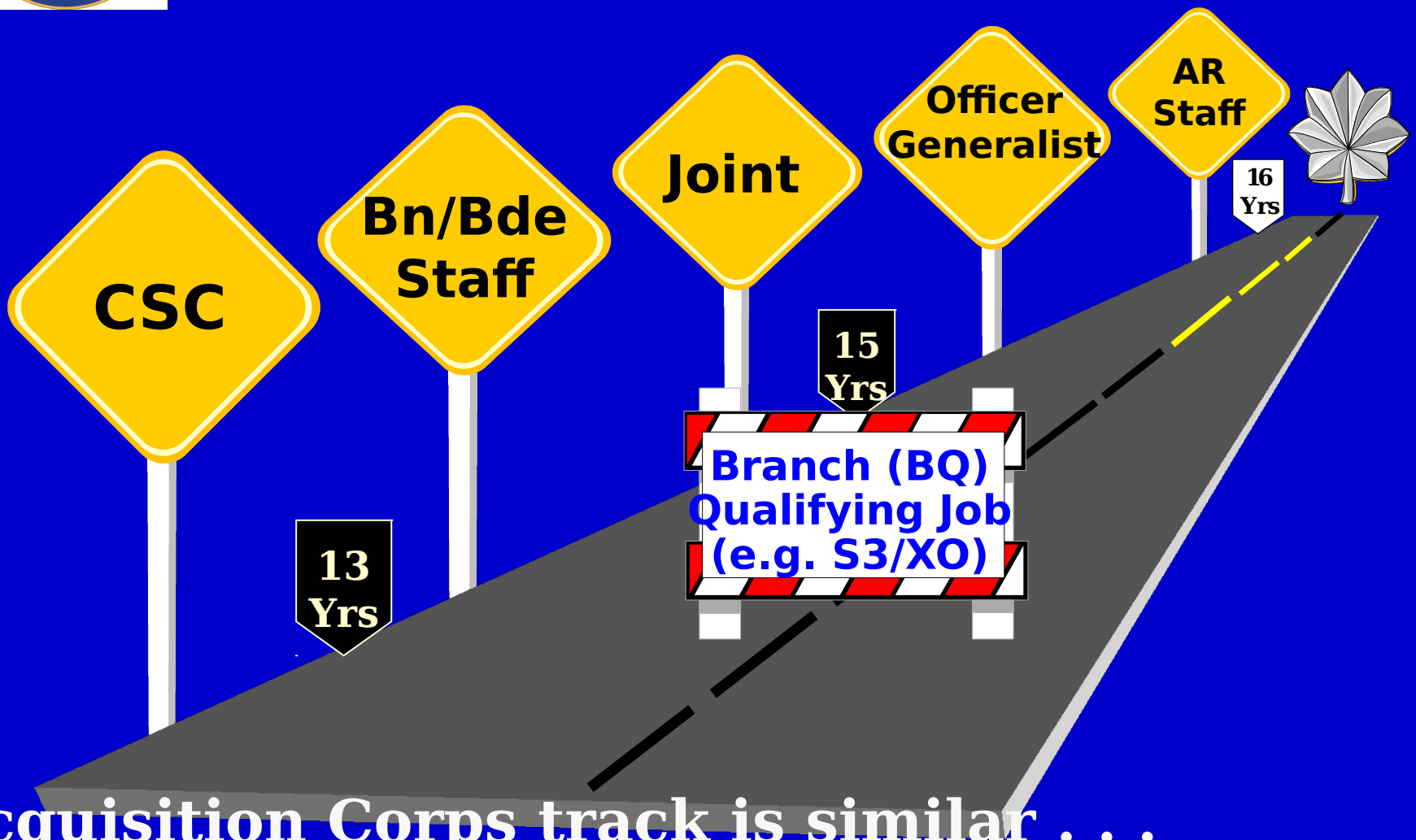
MEL 4 UPDATE

50% OF A YEAR GROUP BY BRANCH & FUNCTIONAL AREA SELECTED FOR RESIDENT CSC

GET ENROLLED IN NON-RESIDENT SC IF NOT SELECTED ON FIRST LOOK

OPMS III: UNIVERSAL MEL 4 . . . TBD (2005?)

THE ROAD TO LTC -- OPS



Acquisition Corps track is similar . . .

Nothing happens until something mo

MAJOR ASSIGNMENTS

- Trans General: Div Trans Officer, XO (Bn, Bde, & Grp), S3 (Bn, Bde, Grp)
- Movement Control: Div MCO, MCT Cdr, XO (Bn & TMCA), S3 (Bn & TMCA)
- Marine and Terminal Opns: XO (Bn & Grp), S3 (Bn & Grp), MTMC Co Cdr
- Highway/Rail Transportation: XO (Bn, Bde, Grp) and S3 (Bn, Bde, and Grp)
- Multifunctional Logistics: Spt Op DISCOM
- Non-Branch Qualifying Assignme
  - AC / RC
  - USAREC
  - PAC / Grp Staff
  - Joint
  - ROTC

LTC YEARS

- **LTC level Command - *essential* but no guarantee to Colonel or Senior Service College**
- **Successful former battalion commanders to SSC (few right out of cmd, most 1 year later due to timing of OERs)**
- **Average time on station = 24 months**
- **Former battalion commanders - Division G-4s, CTCs, joint, prepositioned for school on ARSTAF**

Former Battalion Cdrs are a HOT commodity!

PROMOTION TO COLONEL FY02

Zones	OPS CF	OS CF	IO CF	IS CF
PZ	53.1%	55.9%	48.9%	47.3%
AZ	0.9%	4.1%	5.8%	8.4%
BZ	3.5%	3.7%	2.6%	3.8%

Primary Reasons for Nonselection:

- No battalion command
- No Senior Service College
- COM/BCOM reports in MAJ BQ positions
- COM/BCOM reports in LTC positions

LTC ASSIGNMENTS

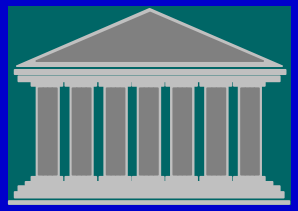
- PREPOSITION FOR COMMAND
- G4
- DA STAFF
- JOINT COMMANDS / JCS / DLA/OSD
- COSCOM / MTMC
- BRANCH IMMATERIAL
- MACOM STAFF
- AC/RC
- AMC LAO POSITIONS

Nothing happens until something mo

SENIOR SERVICE COLLEGE

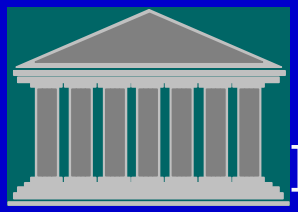
Bn Cmd or Career Field Success

MEL 1



SSC Resident & Fellowships

MEL 1



AWC Distance Education Cours

OPMS III: Universal MEL 1 . . . TBD

Nothing happens until something mo

OUTLINE

- ORGANIZATION
- MISSION
- CAREER MANAGEMENT
- SELECTION BOARD RESULTS
- OPMS III
- CAREER FIELD DESIGNATION (CFD
- OER

CAPTAIN PROMOTION BOARD FY03

GENDER

FEMALES 100.0%
50/50

MALES 97.1%
170/175

SELECTION RATE

	ARMY	TC	QM	OD
PZ	98.9%	97.7%	98.6%	98.9%
AZ	62.5%	50.0%	100.0%	80.0%

AGE

YOUNGEST 24
OLDEST 37
AVERAGE 27.8

RACE

WHITE 98.8%
160/162

BLACK 94.6%
35/37

HISPANIC 92.9% 13/14

ASIAN/PAC 100.0% 8/8

AMER IND 100.0% 2/2

OTHER 100.0% 3/3

CIVILIAN EDUCATION

MASTERS 100.0%

BACHELORS 97.6%
205/210

ASSOCIATES 100.0% 12/12

SOURCE OF APT

ROTC 97.7%
168/172

OCS 96.9%
32/33

USMA 100.0%
20/20

FY 03 CPTs (NOV) BOAR
5 NOVEMBER 2002

MAJOR PROMOTION BOARD FY03

RACE/GENDER

FEMALES	80%	4/5
MALES	93%	40/42
WHITE	91.2%	32/34
BLACK	90%	9/10
HISPANIC	100%	1/1
OTHER	100%	2/2

SELECTION RATE

	ARMY	TC	QM	OD
PZ	93.8%	93.6%	93.0%	95.3%
AZ	38.2%	30.4%	28.2%	43.8%
BZ	6.8%	2.7%	4.0%	4.0%

MILITARY ED

CSC	0%	0/0
CAS3	100%	47/47

AGE

YOUNGEST	28
OLDEST	41
AVERAGE	34

FUNCTIONAL AREA

2 of 44 officers selected were CFD out of the operations career field.

SOURCE OF APT

ROTC	91.4%	33/35
OCS	87.5%	7/8
USMA	100%	4/4

CIVILIAN EDUCATION

MASTERS	100%	7/7
BACHELORS	100%	

COMMAND EXPERIENCE

TOE	100%	42/42
TDA	50%	2/4

NO CMD REPORT = 1

FY 03 MAJs BOARD CONVENE
15 APRIL 2003

LTC PROMOTION BOARD FY03

RACE/GENDER

MALE	78.0%	32/41
FEMALE	66.7%	6/9
WHITE	78.0%	32/41
BLACK	66.7%	6/9
ASIAN/PAC	0.0%	0/0
OTHER	0.0%	0/0

AGE

YOUNGEST	37
OLDEST	47
AVERAGE	39.4

SELECTION RATE

	ARMY	TC	QM	OD
PZ	79.6%	76.0%	80.0%	77.6%
AZ	6.4%	12.5%	9.8%	9.8%
BZ	6.5%	8.6%	3.8%	6.3%

EXPERIENCE

BN XO	23/28
BN S3	17/23
SPT OPS	7/10
DTO	11/11
JOINT	12/15
MTMC	10/11
MCO	6/12
FOE CO CMD	37/45
TDA CO CMD	1/4

CIVILIAN EDUCATION

DOCTORATE	0%	0/1
MASTERS	87.1%	27/31
BACHELORS	61.1%	11/18

SOURCE OF APT

ROTC	73.7%	28/38
OCS	88.9%	8/9
USMA	66.7%	2/3

MILITARY ED

CSC-Res	92.9%	26/28
CSC-NonRes	70.6%	12/17
NO CSC	0.0%	0/5

FY 03 LTCs BOARD
CONVENED: 25 FEB 03 - 28 MAR

FY04 LTC COMMAND BOARD

(Board officers considered for selection for battalion command)

GENDER

MALE	23.2%	22/95
FEMALE	13.3%	2/15

RACE

WHITE	18.6%	16/86
BLACK	43.8%	7/16
HISPANIC	0.0%	0/5
OTHER	33.3%	1/3

AGE OF SELECTED

OLDEST - 48
YOUNGEST - 37
AVERAGE - 40.3

SELECTION RATE 21.8%
24 OUT OF 110 SELECTED

SELECTION BY YG

YG81	0.0%	0/6
YG82	0.0%	0/9
YG83	12.5%	1/8
YG84	6.3%	1/16
YG85	15.4%	4/2
YG86	30.6%	11/36
YG87	66.7%	4/
YG88	100.0%	2/
YG89	100.0%	1/

SOURCE OF APT

USMA	15.4%	2/13
ROTC	20.3%	16/79
OCS	33.3%	6/18

MILITARY ED

CSC RES	36.8%	21/57
CSC NRES	5.7%	3/53

CIVILIAN EDUCATION

PhD	0%	0/0
MASTERS	26.6%	21/79
BACHELORS	9.7%	3/31

EXPERIENCE OF SELECTED

AVG CO CMD TIME - 16.9 MONTHS
AVG FLD GRD BQ TIME - 22.5 MONTHS

BN COMMAND OPPORTUNITIES (CSSD)

Branch	Even	Odd	Total
OD	11	10	21
QM	8	11	19
TC	16	15	31
FA90	34	45	79
Total	69	81	150

Nothing happens until something mo

FY02 COL PROMOTION BOARD

(Based on officers selected for promotion to Colonel)

GENDER

MALE	66.7%	10/15
FEMALE	50.0%	2/4

RACE

WHITE	50.0%	7/14
BLACK	100.0%	5/5
AM IND	0.0%	0/1

AGE

OLDEST - 49
YOUNGEST - 43
AVERAGE - 44.7

SELECTION RATE

	ARMY	TC	OD	QM
PZ	52.6%	63.2%	54.3%	38.2%
AZ	2.7%	0.0%	0.0%	0.0%
BZ	3.5%	0.0%	0.0%	0.0%

SELECTEES- CURRENT ASSIGNMENT

JOINT - 4	ARSTAFF - 2
STUDENT - 3	TRADOC - 2
USAREUR - 1	FORSCOM - 1

SELECTION BY YG

YG81	56.3%	9/1
YG82	100.0%	3/3

SOURCE OF APT

USMA	75.0%	3/4
ROTC	66.7%	8/12
OCS	33.3%	1/3

MILITARY ED

MEL 1	100.0%	4/4
MEL 1 SEL	100.0%	3/3
MEL 4	41.7%	5/12

CIVILIAN EDUCATION

PhD	100.0%	1/1
MASTERS	56.3%	9/16
BACHELORS	100.0%	2/2

FORMER BATTALION COMMAND

100% 10/10

FY03 COL COMMAND BOARD

Selectee Demographics

SELECTION RATE 28%
11 OUT OF 39
SELECTED

ARMY	TC	OD	QM
20%	28%	28%	37.5%

GENDER

MALE	10
FEMALE	1

RACE

WHITE	10
BLACK	1

PROMOTIONS

BZ TO MAJ	4
BZ TO LTC	2
BZ TO COL	2

YEAR GROUPS SELECTED

YG78	2
YG79	2
YG80	3
YG81	1
YG82	2

SOURCE OF APT

ROTC	7
USMA	3
OCS	1

MILITARY ED (MEL 1)

RESIDENT	7
SELECT	4

CIVILIAN EDUCATION

MASTERS	8
BACHELORS	3

TROOP TIME

AVG CO CMD TIME - 21 MONTHS
AVERAGE FLD GRADE BQ TIME - 53 MONTHS

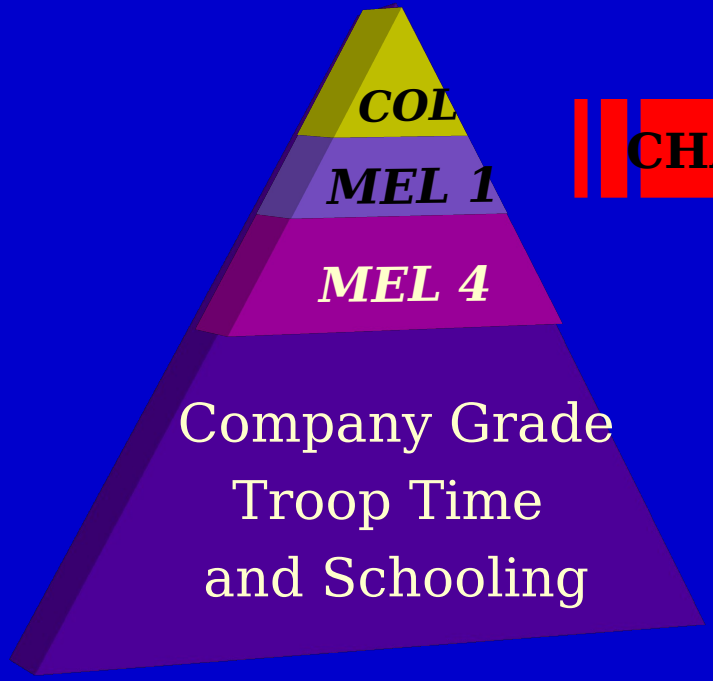
OUTLINE

- ORGANIZATION
- MISSION
- CAREER MANAGEMENT
- SELECTION BOARD RESULTS
- OPMS III
- CAREER FIELD DESIGNATION (CFD
- OER

WHAT IS OPMS III?

New Career Fields

Old
ACC & AAC



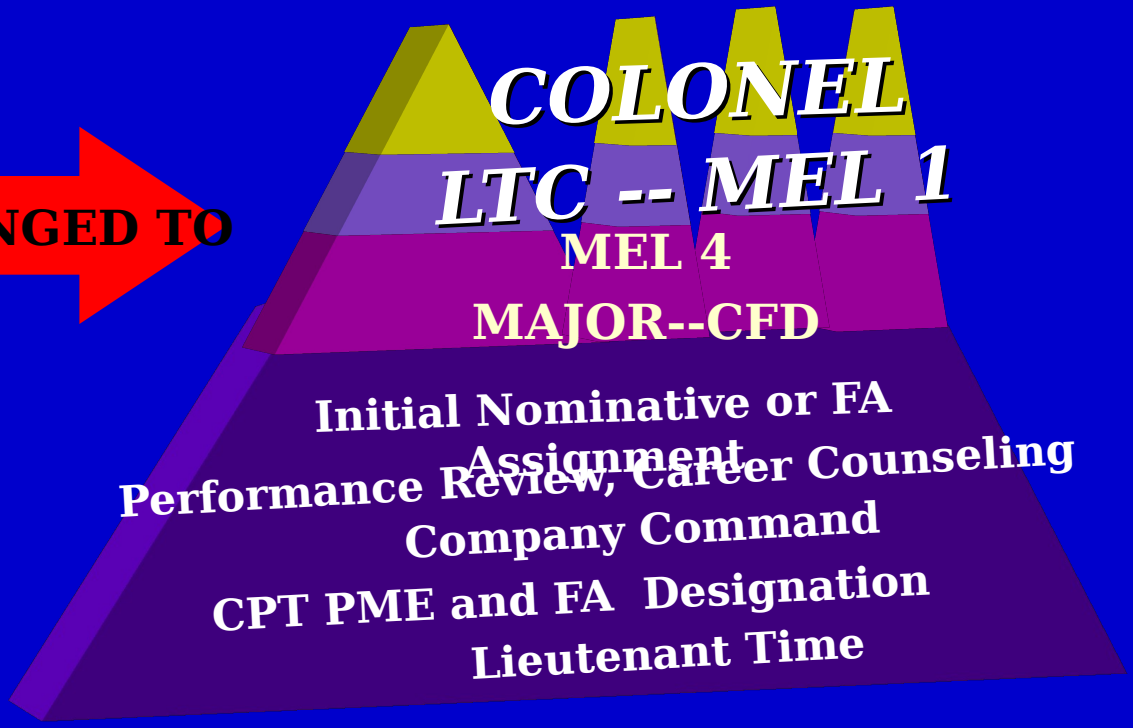
CHANGED TO

Ops ACC(-) 69%

Ops Spt 14%

Info Opns 7%

Inst Spt 10%



Career Fields based on Army Reauirements

You compete for promotion within your Career Field

CFD PROCESS

New Career Fields

1 - SMITH
2 - FLANDERS
3 - SHRIMPTON
4 - JENKINS
5 - LARSON

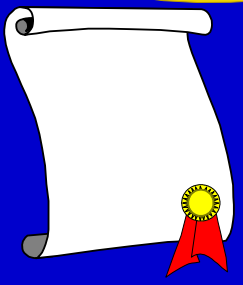
Major's Promotion List

Officer Preference

+

Commanders Input (OER)

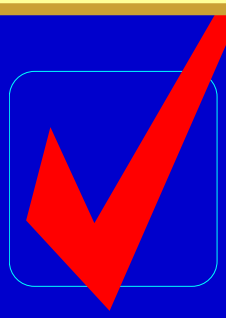
+



Abilities/ Experience

A process that matches officer's preference and capabilities with Army requirements.

+



CFD Board Designates Career Field

=

Qualification Data by FA to CFD Board

+

Army Requirements

THE CAREER FIELDS

Operations

- Basic Branches
- FA 39 PSYOP and Civil Affairs
- FA 90 Multifunctional Logistician

Operational Support (OS)

- FA 48 Foreign Area Officer
- FA 51 Army Acquisition Corps

Information Operations (IO)

- FA 24 Information Systems Engineering
- FA 30 Information Operations
- FA 34 Strategic Intelligence
- FA 40 Space Operations
- FA 46 Public Affairs
- FA 53 Information Systems Management
- FA 57 Simulation Operations

Institutional Support (IS)

- FA 43 Human Resource Management
- FA 45 Comptroller
- FA 47 USMA Permanent Instructor
- FA 49 Operations Research/Systems Analysis
- FA 50 Force Management
- FA 52 Nuclear Research and Operations
- FA 59 Strategic Plans and Policy

Nothing happens until something mo

OUTLINE

- ORGANIZATION
- MISSION
- CAREER MANAGEMENT
- SELECTION BOARD RESULTS
- OPMS III
- CAREER FIELD DESIGNATION (CFD
- OER

BOTTOM LINE UP FRONT

Lew Upper Fields

- System is working
- COM Report is not a killer (COM report vs COM file)
- You need to understand "How the system works"
- Counseling is the key

OER TRENDS 67-9

	ACOM	COM	BCOM-R	BCOM-DNR	Not Eval	Total	%ACOM
BG	317	420	0	0	26	763	43.0%
COL	6181	10012	22	16	308	16539	38.1%
LTC	16427	24902	79	33	582	42023	39.6%
MAJ	25172	39102	137	82	591	65084	39.0%
CPT	39641	66561	387	342	895	107826	37.1%
1LT	21408	36949	315	256	184	59112	36.3%
2LT	4008	13147	161	132	5	17453	23.0%
CW4	2472	4805	8	2	101	7388	33.9%
CW3	5640	10309	27	17	154	16147	35.3%
CW2	9878	17023	96	89	162	27248	36.5%
WO1	1074	3179	9	22	0	4284	25.1%
TOTAL	132218	226409	1241	991	3008	363867	36.6%

"Vast Majority of OERs arriving at DA are Center of Mass"

As of: 1 July 02

BOARD FEEDBACK

LTC Carter Fields

- **Selection boards strongly endorse New OER.**
  - *Overwhelming majority (1,650 Board members) believe OER provides necessary information to select future leaders.*

- **Boards can distinguish between a COM report and a COM File.**
  - *Over 18,000 Officers selected by all boards with COM OERs*

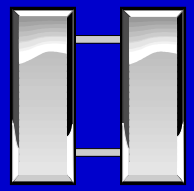
SENIOR RATER TIPS

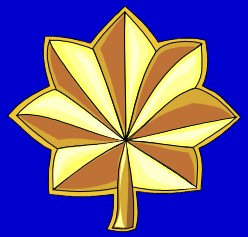
Drew Fields

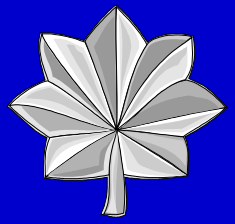
- **Develop an iron-clad management tool.**
- **Communicate your OER philosophy with your officers.**
- **Watch Junior Officer Development Support Forms--is the counseling being done?**
- **Pass support form two levels down; lead by example.**
- **Require support forms from subordinates.**
- **Guide the rater if necessary**
- **Focus on potential (3 to 5 years command, assignment, schooling and promotion)**
- **Remember rated officer signs the report last--<u>always</u> counsel officer on the evaluation.**

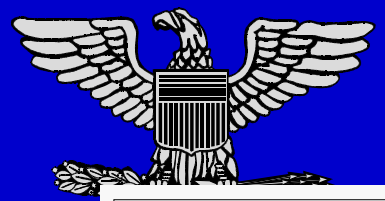
Nothing happens until something mo

INDIVIDUAL RESPONSIBILITY



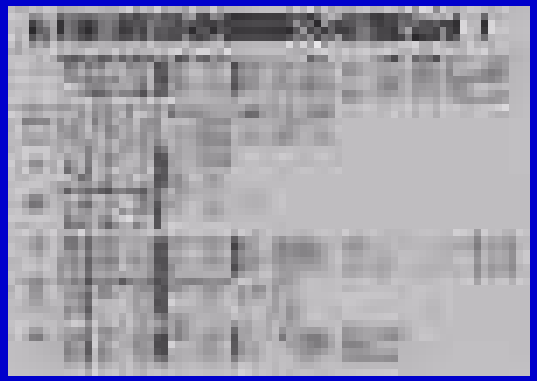




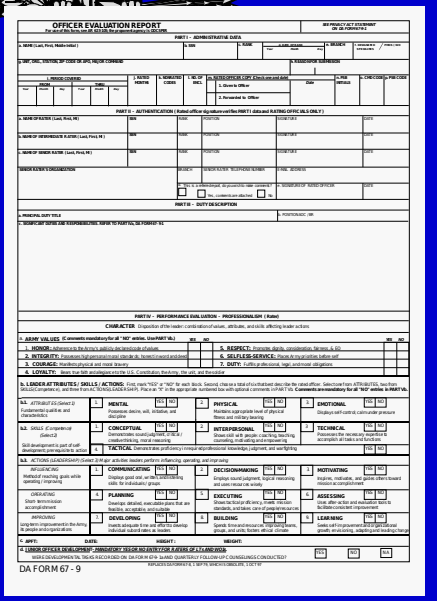


DA PHOTO

ORB & MICROFICHE (OMPF)

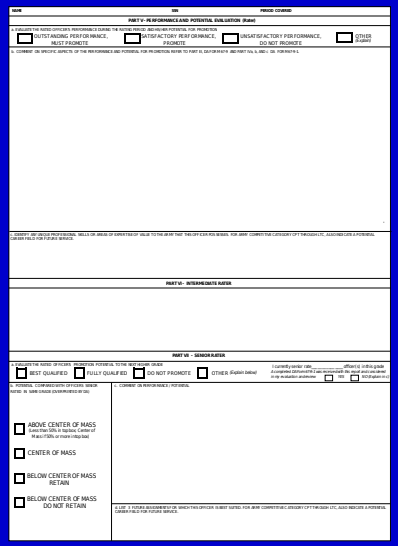


JOB DESCRIPTION



OFFICER EVALUATION REPORT

DA FORM 67 - 9



PART V - PERFORMANCE AND POTENTIAL EVALUATION (Rater)

PART VI - INTERMEDIATE RATER

PART VII - SENIOR RATER

ABOVE CENTER OF MASS

CENTER OF MASS

BELOW CENTER OF MASS RETAIN

BELOW CENTER OF MASS DO NOT RETAIN

RTR/SR COMMENTS ON POTENTIAL

JOB PERFORMANCE...THE BEDROCK

WHAT YOU CAN EXPECT FROM US

- Officer Fill Levels to Bands of Fill from ODS
- Candid and Timely Counsel Concerning:
  - OPMS III (CFD, New OER, etc.)
  - Latest OER Trends
  - Career Progression and Assignment Update
  - Board News
  - Officer Professional Development

Bottom Line: CALL US !!!

Bottom Line: CALL US !!!

CONTACT US

VEB Site Address

ps://www.perscomonline.army.mil/OPtc/default.

Branch Chief	LTC Mike MacNeil	x5279
LTCs AO	LTC Jim Kinkade	x3268
MAJs AO	MAJ Stan Williams	x8696
CPTs AO	CPT Lisa Saulsbery	x5291
LTs AO/FRO	CPT Kristen Nelson	x5290
Human Resources Asst.	Ms. Alice Dowdell	x8623

umbers above are DSN (prefix is 221-XXXX)

Civilian prefix is (703) 325-XXXX

QUESTIONS
CONVOY COMMANDER
HTTP://WWW.HRC.ARMY.MIL